

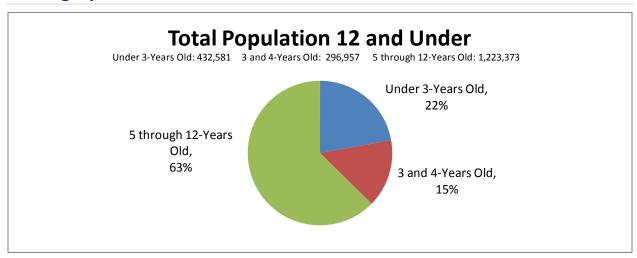
State and Territory Profile - Pennsylvania

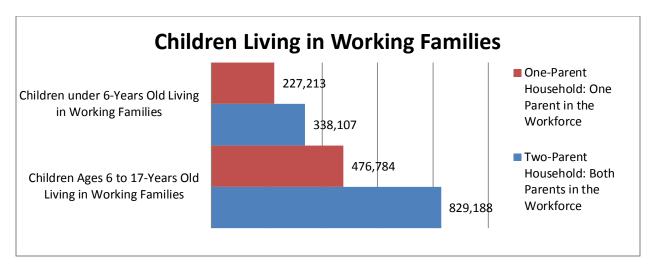
This profile highlights a current innovative effort to promote a subsidy system that is child-focused, family friendly, and fair to providers. It also provides demographic information, Early Care and Education (ECE) program participation and funding, subsidy innovation and program integrity information, program quality improvement activities, and professional development and workforce initiatives. Sources and links are provided at the end of the document.

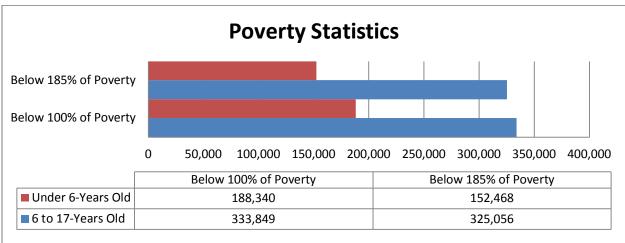
Highlight of Innovative Effort

Using its Early Learning Network and common unique student identifiers, Pennsylvania developed a Longitudinal Child Outcomes Report that provides access to aggregated 3rd grade outcomes for children served by early learning providers. The report also provides reports to other 3rd grade cohorts of children in the same local district, county, and State, which may be used as comparators. Providing longitudinal outcomes that are specific to individual early childhood providers will support continuous quality improvement and overall kindergarten readiness in the State.

Demographics¹





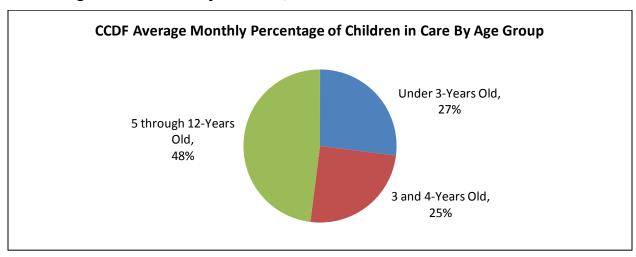


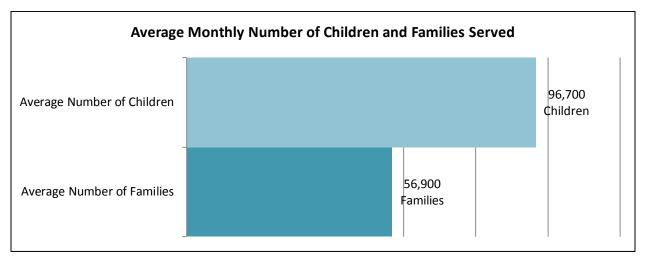
ECE Workforce

ECE Workforce ²			
Number of paid employees in child care establishments	40,598		
Number of self-employed child care providers	19,702		
Average annual wage for child care workers	\$20,760		

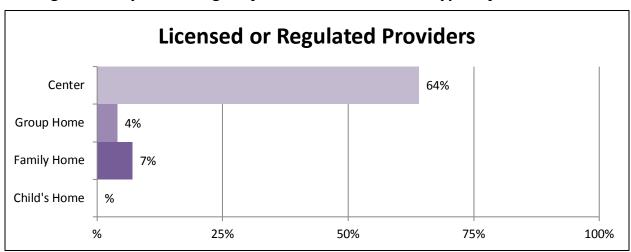
ECE Program Participation and Funding³

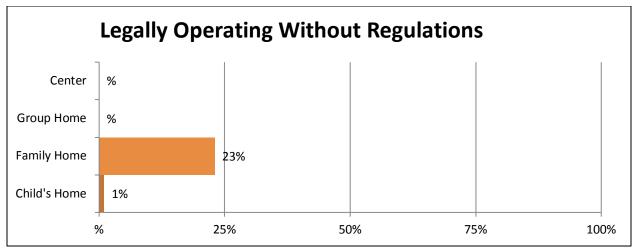
Percentage and Number of Children/Families Served





Average Monthly Percentages of Children Served in All Types of Care⁴





Note: Unregulated provider data includes relative and non-relative care.

CCDF Funding and Quality Investments

Child Care and Development Fund (CCDF)			
Total CCDF Expenditure:	\$464,145,518		
Federal Expenditure:	\$364,757,575		
State/Territory Expenditure:	\$99,387,943		

CCDF Quality Investments			
Infant and Toddler:	\$4,796,240		
Quality Expansion Funds:	\$7,758,993		
School-Age/Resource and Referral:	\$1,748,854		

TANF Expenditure on Child Care

Temporary Assistance for Needy Families (TANF) 5			
TANF – Total Child Care Expenditure:	\$187,758,059		
TANF – Direct Expenditure on Child Care:	\$29,472,059		
TANF – Transfer to CCDF:	\$158,286,000		

Funding and Participation for Other ECE Programs

Child and Adult Care Food Program (CACFP) ⁶			
CACFP Funding:	\$85,062,698		
Participation:			
Number of Family Child Care Homes	1,891		
Number of Child Care Centers (includes Head Start Programs)	2,722		

Head Start ⁷			
Head Start Federal Allocation:	\$253,983,320		
Head Start State/Territory Allocation:	\$37,311,687		
Number of Children Participating:	27,753		

IDEA Part B, Section 619 ⁸			
Funding:	\$13,699,570		
Number of Children Served (Ages 3- through 5-Years-Old):	32,722		

IDEA Part C ⁹			
Funding:	\$14,524,309		
Number of Children Served (Ages Birth through 2-Years-Old):	19,036		

Pre-K ¹⁰	
Total Expenditure: Note: Total Expenditure includes all State/Territory, Local, and Federal dollars. In addition to 3- and 4-year-olds, some Pre-K programs enroll children of other ages.	\$171,544,870
Enrollment (3- and 4-year-olds):	32,870

State/Territory and Federal Child Care Tax Credits

Child Care Tax Credits ¹¹			
Federal Total Amount Claimed:	\$115,708,000		
Federal Number of Claims:	223,348		
State/Territory Tax Credit Available:	No		
State/Territory Credit Refundable:	No		

CCDF Subsidy Innovation and Program Integrity¹²

Administration of Program

CCDF program rules and policies around eligibility, sliding fee scale, and payment rates are established at the State level.

All care is provided through the certificate program.

The Lead Agency contracts with local government agencies to determine eligibility for Temporary Assistance for Needy Families (TANF) recipients and contracts with nongovernmental agencies, Child Care Information Services, to determine eligibility for non-TANF families, help parents find care, and issue provider payments. The Lead Agency, in coordination with nongovernmental agencies, implements quality activities.

Income Eligibility Criteria

Income Eligibility Limit as a Percent of State Median Income (SMI)					
Family Size	Size			Lower Than 85% of SMI, If Used to Limit Eligibility	
ramily Size		(Monthly)	Amount (Monthly)	Percent of SMI	
Two	\$4,457.68	\$3,789.00	\$2,452.00	55%	
Three	\$5,506.55	\$4,681.00	\$3,088.00	56%	
Four	\$6,555.42	\$5,572.00	\$3,725.00	57%	

SMI Year: 2011. Note: The State has a tiered eligibility system. Entry-level is set at 200 percent of Federal Poverty Income Guideline (FPIG), and the exit level is set at 235 percent of FPIG. Entry-level income is presented.

Re-determination Period Upon Initial Authorization

The re-determination period is 6 months.

Waiting Lists

The Lead Agency has an active waiting list for only certain eligible families. Children whose families are not receiving or transitioning from TANF are placed on waiting list.

Prioritize Services for Eligible Children and Families

Children in families with very low income have priority over other CCDF eligible families.

Sliding Fee Scale and Family Contribution

Family Contribution for Family of Three					
Minimum Family Contribution	Maximum Family Contribution for First Child	Maximum Family Contribution for Multiple Children	Lead Agency Waives Family Contribution	Lead Agency Allows Additional Fees by Provider	Sliding Fee Scale Effective Date
\$5.00/week	\$65.00/week	\$65.00/week	SOME families with income at or below the poverty level for a family of the same size ARE NOT required to pay a fee.	Yes	May 2, 2011

For illustrative purposes, the minimum and maximum fees for full-time care for a family of three upon entry into the program are presented. Note: Contribution is calculated as fee as dollar amount and fee is per family. Family fees are waived for TANF recipients in approved unpaid work activities or employed TANF recipients who have not received their first pay. Non-TANF recipients' fees may be temporarily waived at application for a single parent who reports prospective work which will start within 30 days of the application date. The fee is waived until the parent receives their first pay.

Payment Rates for Child Care Services

Rates for Child Care Services – Philadelphia County			
Ago	Lice	License Exempt	
Age	Center	Family Child Care	License Exempt
Infant	\$42.00/day	\$34.00/day	\$15.00/day
Toddler	\$36.00/day	\$30.00/day	\$14.35/day
Preschool	\$33.00/day	\$28.20/day	\$13.31/day
School Age	\$27.40/day	\$26.00/day	\$15.65/day

For illustrative purposes, reimbursement rate ceilings for full-time care in the largest urban area are presented. Effective date of payment rates: August 1, 2007. Note: The rate structure includes two rates for toddlers (Young Toddler and Old Toddler) and for school-age children (Young School-Age and Old School-Age). Rates for old toddler and school-age children are presented. The rate structure includes a separate rate for group FCC homes and FCC homes. FCC home rates are presented. License exempt rates are for noncertified relative/neighbor care. The Lead Agency uses daily, full-time and part-time payment units. Rates are based on the 2007 Market Rate Survey (MRS) and rates range from the 0 to 100th percentile of the current MRS. Differential rates are used for higher quality care. Geographic area: Rates vary by county. Rates for Philadelphia County are presented.

Program Quality Improvement Activities 13

Licensing

Licensed Facilities	Number	Capacity	Type of Center-Based Facilities/Programs Ex Licensing	cempt from
Child Care Centers	4,617	355,885	Parents are on the premises	Yes
Small Family Child Care Homes	3,080	18,480	Small number of children in care	Yes
Large/Group Family Child Care Homes	847	9,920	Part-day, small number of hours	No
Other Licensed Facilities	0	0	Preschools operated by public schools	No
Total:	8,544	384,285	Recreation programs, instructional classes for children, and/or club programs	Yes
Note:	•			

Child-Staff Ratios and Group Size by Age of Children for Centers			
Age of Children	Child-Staff Ratios	Group Size	
9 months	4:1	8	
27 months	6:1	12	
3 years	10:1	20	
5 years	10:1	20	
10 years and older	15:1	30	

Types of Routine Visits Conducted			
Type of Care	Announced	Unannounced	Frequency of Routine Visits
Child Care Centers	Yes	Yes	Announced visits once a year. Unannounced visits have a target number established on an annual basis.
Small Family Child Care Homes	Yes	Yes	Announced visits are conducted via random sample at 15 percent. Unannounced visits for complaint investigation and to verify corrected violations.
Large/Group Family Child Care Homes	Yes	Yes	Announced visits once a year. Unannounced have a target number established on an annual basis.

Program Quality

Program Standards	
 State/Territory has quality improvement standards that are beyond what is required for licensing 	Yes
Standards have provisions about the care of the following groups of children:	
• Infants and toddlers	Yes
• School-age children	Yes
Children with special needs	Yes
Children who are dual language learners	No
 Standards are part of an implemented quality rating and improvement system (QRIS) or similar quality improvement system 	Yes
 Standards are part of a pilot QRIS or similar quality improvement system, or are in development 	No
Program Supports To Improve Quality	
 State/Territory provides technical assistance (TA)/consultation to help programs improve quality 	Yes
TA/consultation is specific to infant/toddler care	Yes
TA/consultation is specific to school-age care	Yes
TA is part of a QRIS	Yes
Quality Assurance And Monitoring	
 State/Territory uses assessment tools (e.g., Environment Rating Scales, Classroom Assessment Scoring System, Program Administration Scale, and/or Business Administration Scale) 	Yes
 Program assessments are part of a QRIS 	Yes
Financial Incentives and Supports	
State/Territory offers financial incentives tied to quality	Yes
■ Financial incentives are part of a QRIS	Yes
Outreach And Consumer Engagement	
 State/Territory uses the media (e.g., print, radio, television, telephone, social marketing) to provide parents with information about quality 	Yes
 State/Territory communicates levels of quality for child care programs in a searchable database on the Web 	Yes
State/Territory publishes information about licensing compliance on the Internet	Yes

Outreach And Consumer Engagement

• State/Territory conducts consumer engagement campaign with a focus on quality

Yes

Quality Rating And Improvement System

Keystone STARS, http://www.pakeys.org/pages/get.aspx?page=Programs STARS

State/Territory-wide Specialist Networks 14

State/Territory has an Infant/Toddler Specialist Network

Yes

School-age Specialist Network

Yes

Early Learning Guidelines (ELGs)¹⁵

Age Group

Birth to 3 years

Yes

3 to 5 years

Yes

5 years and older

Yes

Incorporation of Early Learning Guidelines into Child Care Systems

To define the content of training required to meet licensing requirements

No Yes

 To define the content of training required for program quality improvement standards (e.g., QRIS standards)

To define the content of training required for the career lattice or professional credential

Yes

 To require programs in licensing standards to develop curriculum/learning activities based on the voluntary ELGs Yes Yes

 To require programs in quality improvement standards to develop curriculum/learning activities based on the voluntary ELGs

■ To develop State/Territory -approved curricula

No

• Other: To align state outcomes reporting requirements; to align with training registry system; aligned with teacher certification guidelines.

Alignment of Early Learning Guidelines with Child Care Systems

Cross-walked to align with Head Start Outcomes Framework

Yes

Cross-walked to align with K-12 content standards

Yes

Cross-walked to align with State/Territory pre-k standards

Yes

Cross-walked with accreditation standards

Yes

Other: Publishers' curricula and assessment resources

Professional Development Systems and Workforce Initiatives 16

Core Knowledge and Competencies

State/Territory has developed core knowledge and competencies

Yes

Other:

Career Pathways	
State/Territory has a career pathway or career lattice	Yes
 Career pathway includes specific topic credentials and/or specific role credentials 	Yes
• Infant/toddler credential	Yes
Preschool credential	Yes
◆ School-age credential	Yes
Dual language learners credential	No
Children with special needs credential	No
Center staff credential	Yes
Family child care credential	Yes
Director and/or administrator credential	Yes
Education/Trainer credential	Yes
Technical Assistance credential	Yes
• Consultant	Yes
• Mentor	Yes
• Coach	No
Advisor	No

Other:

	Professional Development Capacity			
•	State/Territory has a training approval system	No		
٠	State/Territory has a trainer approval system	Yes		
•	State/Territory has early childhood education degree programs 17			
	• 1-year program	Yes		
	• 2-year program	Yes		

Professional Development Capacity	
4-year program	Yes
◆ Master's degree	Yes
◆ Ph.D. degree	Yes
 State/Territory has articulation agreements 	Yes
Access to Professional Development	
 State/Territory has an online database or calendar of training opportunities 	Yes
 State/Territory has career advising 	No
 State/Territory provides supports to access professional development opportunities (e.g., scholarships, free training/education, reimbursement, grants/loans, release time, etc.) 	Yes
 State/Territory has technical assistance (such as mentoring and/or coaching) to help practitioners improve their skills 	Yes
Compensation, Benefits, and Workforce Conditions	
State/Territory has a salary or wage scale for various professional roles	No
 State/Territory provides financial rewards for participation in professional development (e.g., a one-time salary bonus for completing training) 	No
 State/Territory provides sustained financial support on a periodic, predictable basis (e.g., annual wage supplement, based on the highest level of training and education achieved, etc.) 	Yes
 State/Territory offers or facilitates benefits (e.g. health insurance coverage, retirement, etc.) to the workforce 	Yes
Workforce Data System	
State/Territory has a workforce data system (e.g., a workforce registry)	No
• Includes staff in centers	No
 Includes providers in family child care homes 	No
 Includes administrators in centers 	No
 Includes technical assistance providers (including mentors, coaches, consultants, home visitors, etc.) 	No
 Includes education and training staff (such as trainers, CCR&R staff, faculty) 	No
Other:	

¹US Census Bureau. (n.d). In American FactFinder, 2010 Single Years of Age and Sex.

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<sup>3</sup>U.S. Department of Health and Human Services, Office of Child Care. (September 2010). FFY 2010 CCDF data tables [Preliminary estimates].
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<sup>4</sup>U.S. Department of Health and Human Services, Office of Child Care. (September 2010). FFY 2010 CCDF data tables [Preliminary estimates].
Table 6 Average Monthly Percentages of Children Served in All Types of Care.
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<sup>6</sup>Food Research and Action Center. (March 2012). Child and Adult Care Food Program: Participation Trends 2012. http://frac.org/newsite/wp-
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<sup>7</sup>U.S. Department of Health and Human Services, Office of Head Start. (2010, February). Head Start program fact sheet.
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<sup>8</sup>U.S. Department of Education, Office of Special Education Programs. (April 2012). Fiscal Year Allocations for Preschool Grants, Individuals with
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12 Information collected by the Child Care State Systems Specialist Network from State Web sites, documents, and FY2012-2013 State Plan.
<sup>13</sup>Information collected by the Child Care State Systems Specialist Network from State Web sites, documents, and FY2012-2013 State Plan.
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<sup>14</sup>National Center on Child Care Professional Development and Workforce Initiatives (June 2012). Information collected from the former
National Infant and Toddler Child Care Initiative website and from State Web sites.
<sup>15</sup>Information collected by the Child Care State Systems Specialist Network from State Web sites, documents, and FY2012-2013 State Plan.
<sup>16</sup>Information collected by the Child Care State Systems Specialist Network from state Web sites, documents, and FY2012-2013 State Plan.
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